26/3,K/1   (Item 1 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0018532892 - Drawing available
WPI ACC NO: 2009-A31288/200901
XRPX Acc No: N2009-023716
Staffing and cost estimation reports generation method for
multi-dimensional project plans, involves assigning teams, roles,
positions, names, organizations, sourcing locations, bands and rates
to
phases of plans with series of templates
Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)
Inventor: BOULINEAU P R; CANN J D; DUGAR R; KREAMER J; LEE J; MOHAN
R;
  RAYMOND A; ROSINSKI T D; SHERIFF C W; SHIVPURIYA V J; SIGL G
Patent Family (1 patents, 1 countries)
Patent   Application
Number   Kind Date Number   Kind Date   Update
US 20080312980 A1 20081218 US 2007762140   A 20070613 200901
B

Priority Applications (no., kind, date): US 2007762140 A 20070613

Patent Details
Number   Kind Lan Pg Dwg Filing Notes
US 20080312980 A1 EN   68 22
Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...or more phases of the one or more generated project plans; generating
one or more staffing and cost estimation reports; and wherein the
assigning of teams, roles, positions, names, organizations, sourcing
locations, bands, and rates to the phases of...

26/3,K/3   (Item 3 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0018060029 - Drawing available
WPI ACC NO: 2008-J80357/200857
Management planning system constructing method for shipyard,

involves
selecting project by system included in target management planning year or
next year, and rolling up actual result of target planning project
Patent Assignee: STX SHIPBUILDING CO LTD (STXS-N)
Inventor: JONG S J; KI T P; SANG H S
Patent Family (1 patents, 1 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
KR 2008004243	A	20080109	KR 200663013	A	20060705	200857 B

Priority Applications (no., kind, date): KR 200663013 A 20060705

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
KR 2008004243	A	KO	27	14	

Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...cooperating partner and direct management to the integrated system. The
direct labor expenses unit cost configuration stage): and the step (
changing by projects Budget (estimate cost) based on the business plan
of being settled and accordingly adjusts sale. By projects.BudgetThe...

 26/3,K/4   (Item 4 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0017712607 - Drawing available
WPI ACC NO: 2008-F33059/200835
XRPX Acc No: N2008-416898
Software executing method for use in organization, involves assessing costs
between hiring person with portion of skills and training another person to
have portion of skills, and identifying current employee with unique skills
Patent Assignee: BEYER D M (BEYE-I); BRAU E (BRAU-I); JAIN S K (JAIN-I);
  SANTOS C A (SANT-I)
Inventor: BEYER D M; BRAU E; JAIN S K; SANTOS C A
Patent Family (1 patents, 1 countries)

Patent   Application
Number   Kind Date   Number   Kind Date   Update
US 20080103868   A1 20080501 US 2006590407   A 20061031 200835
B

Priority Applications (no., kind, date): US 2006590407 A 20061031

Patent Details
Number   Kind Lan Pg Dwg Filing Notes
US 20080103868   A1   EN   13   4

Original Publication Data by Authority

Argentina

Assignee name & address:
Original Abstracts:
...apparatus, and systems for planning workforce resources. One method
includes defining workforce supply and uncertain workforce demand for
plural different service projects using a set of skills that are
preferred to complete the plural different service projects; and
calculating costs to hire new employees having the set of skills
versus costs to train existing employees to have the set of skills. >
Claims:

 26/3,K/7   (Item 7 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0016659527 - Drawing available
WPI ACC NO: 2007-374610/200736
XRPX Acc No: N2007-279482
Contingent employee turnover costs estimation method for human
resource
planning, involves categorizing employees based on responses
received for
questions, and multiplying number of high-risk leavers by their
average
remuneration
Patent Assignee: WRDI INST PTY LTD (WRDI-N)
Inventor: BEAMES C
Patent Family (1 patents, 1 countries)
Patent   Application
Number   Kind Date   Number   Kind Date   Update
AU 2007100033   A4 20070222 AU 2007100033   A 20070112 200736 B

Priority Applications (no., kind, date): AU 2006900284 A 20060119

Patent Details
Number   Kind Lan Pg Dwg Filing Notes
AU 2007100033   A4 EN   11   1

  Alerting Abstract ...DESCRIPTION OF DRAWINGS - The figure shows a
flowchart illustrating the method of estimating contingent employee
turnover costs .

Original Publication Data by Authority

Argentina

 26/3,K/10   (Item 10 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0015053570 - Drawing available
WPI ACC NO: 2005-401594/200541
XRPX Acc No: N2005-325469
Product manufacturing project development method e.g. for vehicle,
involves
developing replication plan by establishing team of developers for
technology suitable for project, and performing replication procedure
accordingly
Patent Assignee: FORD MOTOR CO (FORD)
Inventor: HELZERMAN T H
Patent Family (1 patents, 1 countries)
Patent   Application
Number   Kind Date Number   Kind Date   Update
US 6901372   B1 20050531 US 2000543227   A 20000405 200541 B

Priority Applications (no., kind, date): US 2000543227 A 20000405

Patent Details
Number   Kind Lan Pg Dwg Filing Notes
US 6901372   B1 EN   19   9

Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...unique requirements for each replication site are selected from
projected intellectual property rights and regulatory requirements
,estimating human resources and skills required to replicate

technology,developing directional estimates of other resources required for replication, andagreeing...

26/3,K/13   (Item 13 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0013615513 - Drawing available
WPI ACC NO: 2003-710845/200367
XRPX Acc No: N2003-568421
Human performance management method for business organizations, involves
providing interactive, on-line access to data that is organized into one
metric and to interpretation, which is prepared for organized data
Patent Assignee: ACCENTURE GLOBAL SERVICES GMBH (ACCE-N); ANDRUS G R
 (ANDR-I); LASALLE R M (LASA-I); MAJER M J (MAJE-I); MILLER E R
 (MILL-I); NEBOLSKY C (NEBO-I); PARK P W (PARK-I); TAFOYA J A (TAFO-I);
 TRUDEL A (TRUD-I)
Inventor: ANDRUS G R; LASALLE R M; MAJER M J; MILLER E R; NEBOLSKY C; PARK
 P W; TAFOYA J A; TRUDEL A
Patent Family (4 patents, 98 countries)

Patent			Application				
Number	Kind	Date	Number	Kind	Date	Update	
US 20030149614	A1	20030807	US 200272551	A	20020207	200367	B
WO 2003067481	A2	20030814	WO 2003IB440	A	20030205	200367	E
AU 2003202119	A1	20030902	AU 2003202119	A	20030205	200425	E
US 7337120	B2	20080226	US 200272551	A	20020207	200816	E

Priority Applications (no., kind, date): US 200272551   A 20020207

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20030149614	A1	EN	30	7	
WO 2003067481	A2	EN			

National Designated States,Original: AE AG AL AM AT AU AZ BA BB BG BR BY
   BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID
   IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ
   NO NZ OM PH PL PT RO RU SD SE SG SK SL TJ TM TN TR TT TZ UA UG UZ VN YU

ZA ZM ZW
Regional Designated States,Original: AT BE BG CH CY CZ DE DK EA EE ES FI
  FR GB GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT SD SE SI SK SL
SZ TR
  TZ UG ZM ZW
AU 2003202119   A1 EN   Based on OPI patent   WO 2003067481

Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...automatically determined recommended action that helps to complete the
personalized business goal and an automatically calculated estimated
cost savings to be realized when the personalized business goal is
completed;displaying an analysis section...

...to display a list of metrics in the metric category and the recommended
action or estimated cost savings; andgenerating a survey based upon
the
recommended action.

 26/3,K/15   (Item 15 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0013314941 - Drawing available
WPI ACC NO: 2003-402106/200338
XRPX Acc No: N2003-320723
Constituency value quantifying method involves producing total cost
associated with exchange elements offered to constituent population
and
their behavioral value, based on which value contributed to entity is
quantified
Patent Assignee: GRANT A W H (GRAN-I)
Inventor: GRANT A W H
Patent Family (5 patents, 88 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
US 20030036943	A1	20030220	US 2000176927	P	20000120	200338 B
			US 2001766698	A	20010122	
WO 2003046788	A1	20030605	WO 2001US44077	A	20011121	200347 NCE
AU 2002219855	A1	20030610	WO 2001US44077	A	20011121	200419 NCE

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                    AU 2002219855   A 20011121
EP 1459221     A1 20040922 EP 2001274854   A 20011121 200462
NCE
                    WO 2001US44077  A 20011121
IN 200401400    P4 20060210 WO 2001US44077  A 20011121 200619
NCE
                    IN 2004CN1400   A 20040621
```

Priority Applications (no., kind, date): US 2000176927 P 20000120; US
  2001766698 A 20010122; WO 2001US44077 A 20011121; EP
2001274854 A
  20011121; AU 2002219855 A 20011121; IN 2004CN1400 A 20040621

Patent Details
Number   Kind Lan Pg Dwg Filing Notes
US 20030036943 A1 EN   16   9 Related to Provisional US 2000176927
WO 2003046788   A1 EN
National Designated States,Original: AE AL AM AT AU AZ BA BB BG BR BY
CA
  CH CN CU CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE
KG KP
  KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU
SD SE SG
  SI SK SL TJ TM TR TT UA UG UZ VN YU ZA ZW
Regional Designated States,Original: AT BE CH CY DE DK EA ES FI FR GB GH
  GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW
AU 2002219855   A1 EN   PCT Application WO 2001US44077
               Based on OPI patent   WO 2003046788
EP 1459221   A1 EN   PCT Application WO 2001US44077
               Based on OPI patent   WO 2003046788
Regional Designated States,Original: AL AT BE CH CY DE DK ES FI FR GB GR
  IE IT LI LT LU LV MC MK NL PT RO SE SI TR
IN 200401400   P4 EN   PCT Application WO 2001US44077
Original Publication Data by Authority

Argentina

Assignee name & address:
Original Abstracts:
...offered by the entity;I. obtaining data relative to the constituent's
mindset regarding the experience ;J. identifying one or more value
exchange gaps based on the data;K. determining behaviors of the
constituent...
Claims:

CHONG
26/3,K/16   (Item 16 from file: 350)

0012715303 - Drawing available
WPI ACC NO: 2002-567056/200260
XRPX Acc No: N2002-448857
Computer-based method for evaluating value of an individual in a group,
assigns an economic value to an individual's contribution to an organization
Patent Assignee: EBS ACQUISITION CORP (EBSA-N); LIEM H (LIEM-I); MACTAS E
 (MACT-I); MADELIL G (MADE-I); MELLON HR SOLUTIONS LLC (MELL-N)
Inventor: LIEM H; MACTAS E; MACTAS E S; MADELIL G; MADELL G
Patent Family (4 patents, 94 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
WO 2002065233	A2	20020822	WO 2002US1241	A	20020206	200260 B
US 20020143496	A1	20021003	US 2001267565	P	20010209	200267 E
			US 2001298561	P	20010616	
			US 200272350	A	20020207	
AU 2002241904	A1	20020828	AU 2002241904	A	20020206	200427 E
AU 2002241904	A8	20051006	AU 2002241904	A	20020206	200610 E

Priority Applications (no., kind, date): US 2001267565 P 20010209; US
 2001298561 P 20010616; US 200272350 A 20020207

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
WO 2002065233	A2	EN	75	9	

National Designated States,Original: AE AG AL AM AT AU AZ BA BB BG BR BY
  BZ CA CH CN CO CR CU CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL
  IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO
  NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG UZ VN YU ZA ZW
Regional Designated States,Original: AT BE CH CY DE DK EA ES FI FR GB GH
  GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW

US 20020143496	A1	EN			Related to Provisional US 2001267565
					Related to Provisional US 2001298561
AU 2002241904	A1	EN			Based on OPI patent WO 2002065233
AU 2002241904	A8	EN			Based on OPI patent WO 2002065233

Alerting Abstract ...DESCRIPTION OF DRAWINGS - The figure is a flow

diagram illustrating the process performed in determining individual cost associated with an individual value calculation .

Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...the method comprising:determining an individual cost associated with the individual with respect to the group ;determining an individual revenue associated with the individual cost, for the individual with respect to the group , such that the determined individual revenue includes a computed Actuarial Replacement Value (ARV); andcalculating an individual value, in accordance with the determined individual cost and the determined individual revenue, that quantifies the value of the individual to the group.>

 26/3,K/18   (Item 18 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2009 Thomson Reuters. All rts. reserv.

0008113766 - Drawing available
WPI ACC NO: 1997-212380/199719
XRPX Acc No: N1997-175248
Staffing pattern determination method for road maintenance crew - performing discrete event simulation by building model according to different parameters e.g. maintenance specialities identified, standard
crews and productivity rates, planning period etc.
Patent Assignee: ELAZOUNI A M (ELAZ-I)
Inventor: ELAZOUNI A M
Patent Family (1 patents, 1 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
US 5617342	A	19970401	US 1994337886	A	19941114	199719 B

Priority Applications (no., kind, date): US 1994337886 A 19941114

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 5617342	A	EN	15	7	

Original Publication Data by Authority

Argentina

Assignee name & address:
Claims:
...the steps of outlining a repair request system, preparing input data,
and setting up said model ,providing a change control mechanism to
select and control effects of changes within said repair request system
to control the execution of said discrete-event simulation,outputting...

~~Full text patent files

 19/3,K/4   (Item 4 from file: 349)
DIALOG(R)File 349:PCT FULLTEXT
(c) 2009 WIPO/Thomson. All rts. reserv.

01427049
MODEL-DRIVEN EVENT DETECTION, IMPLICATION, AND REPORTING
SYSTEM
DETECTION D'EVENEMENTS PILOTEE PAR UN MODELE,
IMPLICATION DE CETTE
   DETECTION ET SYSTEME RAPPORTEUR ASSOCIE
Patent Applicant/Assignee:
  ACCENTURE GLOBAL SERVICES GMBH, Herrenacker 15, CH-8200
Schaffhausen, CH,
   CH (Residence), CH (Nationality), (For all designated states except: US)
Patent Applicant/Inventor:
  COWELL-SHAH Christopher, 2246 32nd Avenue, San Francisco, CA 94116,
US,
   US (Residence), US (Nationality), (Designated only for: US)
  HUGHES Lucian P, 428 Granelli Avenue, Half Moon Bay, CA 94019, US, US
   (Residence), US (Nationality), (Designated only for: US)
  KASS Alex, 3600 Evergreen Drive, Palo Alto, CA 94303, US, US
(Residence),
   US (Nationality), (Designated only for: US)
  SHETH Neil, 112a Carl Street, San Francisco, CA 94117, US, US (Residence)
   , US (Nationality), (Designated only for: US)
Legal Representative:
  MCLEISH Nicholas Alistair Maxwell et al (agent), Boult Wase Tennant,
   Verulam Gardens, 70 Gray's Inn Road, London WC1X 8BT, GB
Patent and Priority Information (Country, Number, Date):
  Patent: WO 2006108694 A1 20061019 (WO 06108694)
  Application: WO 2006EP3533 20060406 (PCT/WO EP2006003533)
  Priority Application: US 2005669850 20050408; US 2006387173 20060322
Designated States:
(All protection types applied unless otherwise stated - for applications
2004+)
  AE AG AL AM AT AU AZ BA BB BG BR BW BY BZ CA CH CN CO CR CU CZ DE
DK DM
  DZ EC EE EG ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KM KN KP

KR

  KZ LC LK LR LS LT LU LV LY MA MD MG MK MN MW MX MZ NA NG NI NO NZ
OM PG

  PH PL PT RO RU SC SD SE SG SK SL SM SY TJ TM TN TR TT TZ UA UG US
UZ VC

  VN YU ZA ZM ZW

  (EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IS IT LT LU LV
MC NL

  PL PT RO SE SI SK TR

  (OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

  (AP) BW GH GM KE LS MW MZ NA SD SL SZ TZ UG ZM ZW

  (EA) AM AZ BY KG KZ MD RU TJ TM
Publication Language: English
Filing Language: English
Fulltext Word Count: 17874

Fulltext Availability:
  Detailed Description

Detailed Description
... consumption" "emission(s)?"   "eco-" technology
  trend technology' obsolescence reason' and replacement technology'
  technology development technology replaced ' [076] The environment
  model 130 defines entities and the relationships between entities.
  Table 10 shows an example of an XML definition of entities.

  19/3,K/5   (Item 5 from file: 349)
DIALOG(R)File 349:PCT FULLTEXT
(c) 2009 WIPO/Thomson. All rts. reserv.

01199029   **Image available**
WORKER AND DOCUMENT MANAGEMENT SYSTEM
SYSTEME DE GESTION DE TRAVAILLEURS ET DE DOCUMENTS
Patent Applicant/Assignee:
  IDOCUMENTS LLC, 1301 Warner Street, Baltimore, MD 21230, US, US
    (Residence), US (Nationality), (For all designated states except: US)
Patent Applicant/Inventor:
  WOODINGS Lewis E, Idocuments, LLC, 1301 Warner Street, Baltimore, MD
    21230, US, US (Residence), US (Nationality), (Designated only for: US)
  BOSSE James D, Idocuments, LLC, 1301 Warner Street, Baltimore, MD
21230,
    US, US (Residence), US (Nationality), (Designated only for: US)
  HODGSON Mathew P, Idocuments, LLC, 1301 Warner Street, Baltimore, MD
    21230, US, US (Residence), GB (Nationality), (Designated only for: US)
  SMORODINTSEV Alexander, Idocuments, LLC, 1301 Warner Street,
Baltimore,
    MD 21230, US, US (Residence), US (Nationality), (Designated only for:

US)
  KLIMANTOV Alexei U, Idocuments, LLC, 1301 Warner Street, Baltimore, MD
    21230, US, US (Residence), RU (Nationality), (Designated only for: US)
  KARASSIK Viatcheslav, Idocuments, LLC, 1301 Warner Street, Baltimore,
MD
    21230, US, US (Residence), RU (Nationality), (Designated only for: US)
Legal Representative:
  HYNDMAN Kelly G (et al) (agent), Sughrue Mion, PLLC, 2100 Pennsylvania
    Ave, N.W., Suite 800, Washington, DC 20037-3213, US,
Patent and Priority Information (Country, Number, Date):
  Patent: WO 200506138 A2-A3 20050120 (WO 0506138)
  Application: WO 2004US20875 20040630 (PCT/WO US04020875)
  Priority Application: US 2003483098 20030630
Designated States:
(All protection types applied unless otherwise stated - for applications
2004+)
  AE AG AL AM AT AU AZ BA BB BG BR BW BY BZ CA CH CN CO CR CU CZ DE
DK DM
  DZ EC EE EG ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ
LC
  LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NA NI NO NZ OM PG PH
PL PT RO
  RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ UA UG US UZ VC VN YU ZA
ZM ZW
  (EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IT LU MC NL PL
PT RO
  SE SI SK TR
  (OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG
  (AP) BW GH GM KE LS MW MZ NA SD SL SZ TZ UG ZM ZW
  (EA) AM AZ BY KG KZ MD RU TJ TM
Publication Language: English
Filing Language: English
Fulltext Word Count: 68169
Fulltext Availability:
  Detailed Description

Detailed Description
... worker, this allows the user to have an accurate cost relationship
  between the job and worker cost . The payroll tax gives the user the
  ability to assign tax by each individual state that allows them to
  associate the tax for the state...

...the work type. This easy to use function allows the user to have a
  better knowledge of the overhead cost for the worker .

 19/3,K/10   (Item 10 from file: 349)
DIALOG(R)File 349:PCT FULLTEXT

00816854   **Image available**
METHOD AND SYSTEM FOR REMOTELY MANAGING BUSINESS AND EMPLOYEE
    ADMINISTRATION FUNCTIONS
PROCEDE ET SYSTEME DESTINES A GERER A DISTANCE DES ENTREPRISES ET DES
    FONCTIONS D'ADMINISTRATION DES EMPLOYES
Patent Applicant/Assignee:
  EMPLOYEEMATTERS INC, 9A Riverbend Drive South, Stamford, CT 06907,
US, US
    (Residence), US (Nationality), (For all designated states except: US)
Patent Applicant/Inventor:
  COOPERSTONE Elliot, 9A Riverbend Drive South, Stamford, CT 06904, US,
US
    (Residence), US (Nationality), (Designated only for: US)
  PHAM H Thach, 9A Riverbend Drive South, Stamford, CT 06904, US, US
    (Residence), GB (Nationality), (Designated only for: US)
Legal Representative:
  HALL David A (et al) (agent), Heller Ehrman White & McAuliffe LLP, Suite
    700, 4250 Executive Square, La Jolla, CA 92037, US,
Patent and Priority Information (Country, Number, Date):
  Patent: WO 200150395 A2-A3 20010712 (WO 0150395)
  Application: WO 2001US268 20010104 (PCT/WO US0100268)
  Priority Application: US 2000174480 20000104
Parent Application/Grant:
  Related by Continuation to: US 2000174480 20000104 (CON)
Designated States:
(Protection type is "patent" unless otherwise stated - for applications prior to
2004)
  AE AG AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ
EE ES
  FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT
LU
  LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL
TJ TM TR
  TT TZ UA UG US UZ VN YU ZA ZW
  (EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR
  (OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
  (AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW
  (EA) AM AZ BY KG KZ MD RU TJ TM
Publication Language: English
Filing Language: English
Fulltext Word Count: 15511

Fulltext Availability:
  Detailed Description

Claims

Claim
... events may also comprise the following triggering data: infori-nation about the client's business, employees , suppliers, governmental regulations, client's financial standing, childbirth, hirings, firings , policy changes , and other such events. The life event triggering data may be provided by the client...

...the products 59, 55-57 of the subscribed-to benefits package, possibly alerting the user/ employee to any outstanding HR functions that need to be performed. Aside from tasks being performed automatically through the life events, the user/ employee may request that a specific task 86 (Figure 5) be performed or allowed to be performed manually. Such tasks 86 (Figure 5) may include running of the payroll, editing company messages displayed by the interface 68, and editing the company's calendar. For example, if an employee is terminated, the employer provides this updated information to the integration facility 52. The system 10 ...appropriate COBRA coverage will be issued; and investment programs (retirement, 401K, profit sharing) will issue change requests, and so on. At each step, the employer or employee will be asked to enter certain information to effect these changes and to ensure that these changes are made smoothly. The system will prompt the employer to
enter certain information and suggest additional actions that might be desired, such as establishing outplacement services, arranging for deletion of the employee from certain company benefits or promotions, etc. In another example, if the employee notifies the system that he/she has had a new baby, by providing this information to the integration facility 52, the system 10 will prompt the employee to consider changes to the insurance coverage, withholding of taxes, and changes to investment, retirement, 401K, profit sharing plans provided by the benefits package purchased by the employer. The system 10 may actually guide the employee through these changes and effect them as requested. As time passes, the system will be able to prompt the employee to consider additional options or actions based upon the changing nature of his/her situation. However, should either an employee or an employer decide not to pursue any of the actions suggested by the system...

...action is performed. Where an interface screen is presented to the user who is the employee , as shown in Figure 6, the integration facility 52 (Figure 3), interactively and by anticipating certain life events, provides individualized advice and guidance information 94 to each employee of the subscribing client. The provided advice and guidance 94 is based upon the total information about the employer and the employee maintained in the shared data database 52. Furthermore, a menu of

available tasks 96 that may be taken by the employee is presented or suggest.

Regulations

The system 10 (Figure 3) will make an online company handbook 95 available to the employees . Where the company employs workers in more

than one state, the online company handbook 95 is individualized and the employee who is a resident of state "A" is shown laws and regulations pertaining to state "A" and the employee who is a resident of state "B" is shown laws and regulations pertaining to state "B". Additionally, some third party benefit providers do not service all states. Therefore, substitute products 55-57 (Figure 3) will be supplied in such cases. A customer assistance hotline will also be provided to help employees with their questions. Where the employee question concerns a third party product 55-57 (Figure 3) the call may be switched to the customer assistance hotline of that provider, or the employee may be given the number to call.

The Integration Facility

The integration facility 52 (Figure 3) receives all inquiries 96 coming from the employees , life events generated by events in customers' lives or reached according to the calendar, e...

...a pay day, whereby paychecks must be issued one day earlier. The integration facility 52 (Figure 3) initiates a security lookup to determine whether the particular customer is entitled to a particular requested or life event-initiated action. If the determination is positive, the integration facility 52 (Figure 3) originates action requests to the rest of the system 10 and to the third...

19/ 3,K/ 17   (Item 17 from file: 349)
DIALOG(R)File 349:PCT FULLTEXT
(c) 2009 WIPO/Thomson. All rts. reserv.

00730948   ** Image available**
SYSTEM AND METHOD AND ARTICLES OF MANUFACTURE FOR AUTOMATED ADVISORY
   DECISION AND CONTROL SERVICES USING DECISION SYSTEMS WITH MODEL LICENSE PROTECTION
SYSTEME, PROCEDE ET ARTICLES MANUFACTURES POUR DECISION CONSULTATIVE
   INFORMATISEE ET SERVICES DE SURVEILLANCE FAISANT APPEL A DES SYSTEMES
   DE DECISION AVEC PROTECTION DE LICENCE ET DE MODELE
Patent Applicant/Assignee:
  TECHNOLOGYEVALUATION COM (TEC), 500 Unicorn Park Drive, Suite 404,
    Woburn, MA 01801, US, US (Residence), US (Nationality), (For all
    designated states except: US)

Patent Applicant/Inventor:
  AFTAHI Mehdi, 2255 St. Jacques, Montreal, Quebec H3J 1H6, CA, CA
    (Residence), CA (Nationality), (Designated only for: US)
  BOUDREAULT Pierre, 5000 Des Chenes, Ste. Catherine, Quebec J0L 1E0,
CA,
    CA (Residence), CA (Nationality), (Designated only for: US)
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    (Residence), CA (Nationality), (Designated only for: US)
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    (Residence), CA (Nationality), (Designated only for: US)
  THARANI Salim, 1000 Stravinski, Brossard, Quebec J4X 1X4, CA, CA
    (Residence), CA (Nationality), (Designated only for: US)
Legal Representative:
  GORDON Peter J (agent), Wolf, Greenfield & Sacks, P.C., 600 Atlantic
    Avenue, Boston, MA 02210, US,
Patent and Priority Information (Country, Number, Date):
  Patent: WO 200043935 A2 20000727 (WO 0043935)
  Application: WO 2000US335 20000107 (PCT/WO US0000335)
  Priority Application: CA 2258383 19990108
Designated States:
(Protection type is "patent" unless otherwise stated - for applications prior to
2004)
  AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES
FI GB
  GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV
MA
  MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT
TZ UA
  UG US UZ VN YU ZA ZW
  (EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE
  (OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
  (AP) GH GM KE LS MW SD SL SZ TZ UG ZW
  (EA) AM AZ BY KG KZ MD RU TJ TM
Publication Language: English
Filing Language: English
Fulltext Word Count: 39131

Fulltext Availability:
  Detailed Description
  Claims

Claim
... of values and meta-data is made visible on said graphical display by a
  screen update procedure; 127 A disaggregated model as in 122

wherein
 input of at least one output signal 97
 causes said model...input signal thereby determining at least one
 modification in the numeric data content of said model ;
 SUBSTITUTE SHEET (RULE 26)
 - 89 151. A decision support machine as in 133 wherein said raw...133
 wherein input means for said at least
 one aggregate model causes decryption of said model data structure ;
 SUBSTITUTE SHEET (RULE 26)
J6
20
RAGE
24
IPROCESSORI
F- f I -I
PUT I OUTPUT...

<removed unnecessary information>

 1912 ANALYST ASSISTANCE,
 IDENTIFICATION OF PRIMARY
IV, PROJECT DETAILING PROJECT REQUIREMENTS -1914
PERFORMANCE ANALYSIS & ANALYST ASSISTANCE IN
FOLLOW-UP PROCEDURE2 PROJECT DETAILING !.j
AGGREGATE VENDOR 915
PERFORMANCE & PROJECT
MONITORING MODEL
FIG. 25
 SUBSTITUTE SHEET (RULE 26)
1952 195@1 1 9
STEP STEPS CLIENT CLIENT
INDICATED IN CUSTOMIZED AGGREGATE
FOR WENT PROCESS PROCESS MODEL
195J PROCEDURES
SELECTED AUTOMATED
WENT
DATA PROCESS
1954 I LINK 1 945 7
IN ATION...

 19/3,K/18   (Item 18 from file: 349)
DIALOG(R)File 349:PCT FULLTEXT
(c) 2009 WIPO/Thomson. All rts. reserv.

00372469   **Image available**
METHOD AND APPARATUS FOR IDENTIFYING AND OBTAINING
BOTTLENECK COST

INFORMATION
PROCEDE ET APPAREIL POUR IDENTIFIER ET OBTENIR UNE
INFORMATION CONCERNANT LE COUT D'UN GOULOT
D'ETRANGLEMENT
Patent Applicant/Assignee:
  APPLIED BIONOMICS INC,
Inventor(s):
  ROTHSCHILD Michael L,
  SHWERT Mark H,
Patent and Priority Information (Country, Number, Date):
  Patent: WO 9713211 A1 19970410
  Application: WO 96US15976 19961004 (PCT/WO US9615976)
  Priority Application: US 95539608 19951005
Designated States:
(Protection type is "patent" unless otherwise stated - for applications
prior to 2004)
  AU BR CN JP MX SG AT BE CH DE DK ES FI FR GB GR IE IT LU MC NL PT SE
Publication Language: English
Fulltext Word Count: 9850
Fulltext Availability:
  Detailed Description
  Claims

Claim
... a number of
  workers responsible for a particular process step. In the present
  embodiment, 7 workers would be assigned to a particular work cell
  team. More or less workers could also be assigned to a particular
  work cell is obtained and transferred on network 1 1 to central...

  ...a freeway, or the rate limiting step in a chemical
  reaction, the manufacturing bottleneck step determines the rate at
  which a product type, or all products together in the case of...local
  processing devices 20 and 23.
  Bottleneck costing data, along with other cycle time data,
   calculated from work cell time and quantity data, is output on bus 1 1
  to local...

  ...devices, bar code scanners and displays coupled to bus
   In an embodiment, the present invention calculates the cost of
  manufacturing a product (apart from raw material cost) by using a
  Bottleneck Time Charge ("BTC"). The Bottleneck Time Charge
  reflects the actual cost of manufacturing by absorbing the expenses
  of the manufacturing plant over the production time in the plant's
  bottleneck, which determines the effective capacity of the plant.
  Bottleneck Time Charge is defined as:
  BTC = Operating Expenses / Bottleneck Processing Time

(Equ. 1)
In the present embodiment, Operating Expenses are the total
5 expenses of the plant, including payroll and depreciation, but
excluding raw materials. Bottleneck Processing Time is determined
for the factory's bottleneck by adding the processing times, as
described below in Equations 13 or 14, in the factory's bottleneck
process step for all workorder/lots processed. Thus, in order to
determine a bottleneck time charge ("BTC"), the factory's bottleneck
process step must be determined .
When this Bottleneck Time Charge ("BTC") is multiplied by a
particular stocknumber workorder/lot bottleneck time or the time
required for a particular stocknumber to complete the process step
identified as the bottleneck, described below in Equations 22, 23 and
24 the stocknumber bottleneck cost C'BCS,,") per unit for that product...

~ ~ Bibliographic NPL files

18/ 3,K/ 6   (Item 3 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2008 ProQuest Info&Learning. All rts. reserv.

01449699 ORDER NO: AADAA-I9541901
UNIONISM AND ALLOCATIVE EFFICIENCY IN THE MOTOR CARRIER
INDUSTRY
 Author: DODGE, ERIC RAY
 Degree: PH.D.
 Year: 1995
 Corporate Source/Institution: UNIVERSITY OF OREGON (0171)
 Source: VOLUME 56/08-A OF DISSERTATION ABSTRACTS
INTERNATIONAL.
       PAGE 3248. 128 PAGES

   In this dissertation, I examine the determinants of unionism and the
potential for allocatively inefficient behavior in the motor carrier
industry. While there are many studies that examine why an individual
worker may choose union services, to my knowledge there are no
empirical
studies that examine why some firms are targets of union organization...

...to organize and how firms may behave strategically to deter
unionization. I first develop a model of union behavior that explains
whether a union organizes a firm or not and apply the model to the
trucking industry. I find evidence that wage premiums positively and
employment levels negatively influence unionization. The dependence of
union...
...firms to strategically deter unionization and forms the second theme of
the dissertation. Theoretically, the decreased threat of unionization

causes the nonunion firm to perceive an additional savings to hiring more labor. This induces the firm to hire more workers than it would otherwise. Most studies of unions and their efficiency focus on the ex...

...by the union presence has been theoretically explored but not empirically examined. I use a model that allows input choices to depart from the usual optimization levels, encompassing both of these effects. I estimate a non-minimum shadow cost function, and find that both union
and nonunion firms hire inputs that differ from traditional cost -minimizing amounts. These results are consistent with the hypothesis that the union influences both the...

...the input mix of the nonunion firm. Both effects create allocative inefficiency and induce higher costs . Calculation of the percentage by which shadow cost exceeds minimum cost range between 20 and 50% for
both union and nonunion firms.

CHONG
 18/ 3,K/ 9   (Item 1 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2009 The HW Wilson Co. All rts. reserv.

1274591 H.W. WILSON RECORD NUMBER: BAST95070404
Designing interfaces for the organization
Curtis, Bill;
IEEE Software v. 12 (Nov. '95) p. 99-100
DOCUMENT TYPE: Feature Article ISSN: 0740-7459

...ABSTRACT: used in 2 scenarios was examined. In the first scenario, a project plan and a cost estimate had to be developed for a client. The software process automation toolset repositories contained representations...

...standard development processes, data on their performance on similar projects, project plans, existing product artifacts, staff assignments , and a toolset that allowed a plan to be developed from these resources. In the...

...system. The toolset could be used to look at the system components affected by the changes . In general, organizational interfaces would need explicit coordination among individuals, groups , and managers.

CHONG
 18/ 3,K/ 14   (Item 5 from file: 6)
DIALOG(R)File 6:NTIS

1358397 NTIS Accession Number: AD-A188 555/7
 ALEC (Aggregate Lifecycle Effectiveness and Cost): A Model for Analyzing
the Cost-Effectiveness of Air Force Enlisted Personnel Policies. Volume 2.
Documentation and User's Guide
 (Interim rept)
 Rydell, C. P.
 RAND Corp., Santa Monica, CA.
 Corp. Source Codes: 017909000; 296600
 Report No.: RAND/N-2629-2-AF
 Aug 87   146p
 Languages: English
 Journal Announcement: GRAI8811
 Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
 NTIS Prices: PC A07/MF A01

 ...reenlistment bonuses designed to increase the number of persons making the Air Force a career, retraining programs that transfer personnel from one specialty to another, and the early-release program. This volume presents the microcomputer model that estimates the cost effectiveness of management actions for a given part of the enlisted force. Model users can evaluate complex combinations of actions and examine specific parts of the enlisted force.

 18/3,K/15   (Item 6 from file: 6)
DIALOG(R)File 6:NTIS

1343508 NTIS Accession Number: DE88000579
 ADP (Automated Data Processing) Cost Estimating Heuristics
 Sadlowe, A. R. ; Arrowood, L. F. ; Jones, K. A. ; Emrich, M. L. ; Watson, B. D.
 Oak Ridge National Lab., TN.
 Corp. Source Codes: 021310000; 4832000
 Sponsor: Department of Energy, Washington, DC.
 Report No.: CONF-8710160-1
 11 Sep 87   5p
 Languages: English   Document Type: Conference proceeding
 Journal Announcement: GRAI8805; NSA1300
 Southeast meeting of the Institute of Management Sciences, Myrtle Beach, SC, USA, 8 Oct 1987.

... the many years of experience required to make accurate decisions regarding time, cost, equipment, and personnel needs. The potential departure of expertise resulted in the development of a system to capture organizational expertise. The prototype allows inexperienced project leaders to interactively generate cost estimates . 5 refs. (ERA citation 13:002726)

CHONG
18/3,K/17   (Item 8 from file: 6)
DIALOG(R)File 6:NTIS

0573507 NTIS Accession Number: HRP-0009751/9/XAB
 Model for Determining Turnover Costs
 Dane, J. H.
 Pittsburgh Univ., Pa. Univ. Science Center.
 16 May 72 5p
 Document Type: Journal article
 Journal Announcement: GRAI7623
 Pub. in Hospitals, Jnl. of the American Hospital Association v46 p65-69 16 May 72.
 NTIS Prices: Not available NTIS

... per hospital department or job classification. The model development study identified each step in the replacement process for each of six groups of hospital workers: registered nurse, licensed practical nurse, nursing aide, dietary worker, housekeeper, and custodian. Shortcomings of other methods (i.e., averaging costs and not identifying costly steps in the employment procedure) are overcome by assigning departmental costs to each step of the employment process for 'equivalent' weighted hires. In the hospital studied...

...recommendations are offered: (1) that hospitals develop a data system to provide management with continual employee cost and turnover statistics; (2) that management contact former employees who are short-term departures and request that they consider reemployment, in an attempt to gain a savings over the cost of training newly hired personnel ; (3) that the hospital take steps to ensure a healthy working environment and to identify sources of employee dissatisfaction; and

(4) that the responsibility for educating nursing aides be shifted from hospitals to educational institutions. Supporting data are included.

18/ 3,K/ 18   (Item 9 from file: 6)
DIALOG(R)File   6:NTIS

0391482 NTIS Accession Number: AD-763 476/XAB
 User's Guide to the Naval Aircraft Rework Facilities Workload Planning
and Budgeting Model
 Birch, J. B. ; Spruill, N. L.
 Center for Naval Analyses Arlington Va Inst of Naval Studies
 Corp. Source Codes: 403542
 Report No.: INS-RESEARCH CONTRIB-212
 Jan 73   147p
 Journal Announcement: GRAI7317
 Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
 NTIS Prices: PC A07/MF A01

 The Navy's Aeronautical Depot Maintenance Program, at an annual cost of over $600 million, includes the rework of aircraft, engines and components performed at seven Naval Aircraft Rework Facilities, commercial sources, and the rework facilities of the other services. The model produces detailed production plans and budgets for the entire depot maintenance program. Using the method of linear programming, the model determines
 minimum cost workload assignments which satisfy all depot maintenance
requirements. Several physical and manpower capacity measures are used to
insure that plans are within the production capabilities of each rework facility. The model allows for multiple shift operations, changes in the size and distribution of the work force , and the assignment of work to non-Navy facilities. (Author)

CHONG
 18/ 3,K/ 19   (Item 10 from file: 6)
DIALOG(R)File   6:NTIS

0367622 NTIS Accession Number: AD-755 462/XAB
 Naval Aircraft Rework Facility Study - An Applied Model for

Workload
Planning and Budgeting
Lloyd, R. M. ; Hausler, C. O. ; Askin, K. ; Birch, J. ; Halford, R.
Center for Naval Analyses Arlington Va Inst of Naval Studies
Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
NTIS Prices: PC A08/MF A01

The report documents a five-year planning model which produces detailed production plans and budgets for the entire Navy's Aeronautical Depot Maintenance Program. Using the method of linear programming, the model
determines minimum cost workload assignments which satisfy all depot
maintenance requirements. Several physical and manpower capacity measures
are used to ensure that plans are within the production capabilities of each rework facility. The model allows for multiple shift operations, changes in the size and distictuion of the work force , and the assignment of work to non-Navy facilities. A production plan and budget for FY-1974 and various sensitivity analyses are presented to illustrate the models ' uses. (Author)

18/3,K/20   (Item 1 from file: 8)
DIALOG(R)File 8:Ei Compendex(R)

0015024266   E.I. COMPENDEX No: 2002076863838
How "overstaffing" at bottleneck machines can unleash extra capacity
Kotcher, Robert C.
Corresp. Author/Affil: Kotcher, R.C.: Headway Technologies, A TDK Group Company, 497 South Hillview Dr., Milpitas, CA 95035, United States

...time away from the equipment tending to other demands of their jobs. A method of estimating the cost of this operator-induced throughput loss is described. The result shows how extremely profitable the hiring of extra operators is in such situations. A means of estimating the most profitable level of staffing is also described, along with several alternative solutions for reducing operator absences.

CHONG
 18/3,K/22   (Item 3 from file: 8)
DIALOG(R)File 8:Ei Compendex(R)
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0011909347   E.I. COMPENDEX No: 1986110176152
 GRAPHICAL MODELS FOR MANPOWER PLANNING.
 Hall, Randolph W.
Corresp. Author/Affil: Hall, Randolph W.: Univ of California, Berkeley, CA,, USA, Univ of California, Berkeley, CA, USA

...force size and hiring/firing plan are found by plotting a labour requirement curve and calculating the change in cost due to infinitesimal changes in work - force size. Simple optimality criteria are derived by determining when the change in cost equals zero. Based
on the model 's assumptions, the following planning principles are identified : over-time and under-time should only be used during periods when the work - force size is not changing ; if work - force size is kept constant, the proportion of time in which over-time is used should...

...P is the ratio of the over-time wage rate to the standard wage rate; cost changes gradually when the work - force size is either made larger or smaller than the optimum.

CHONG

03956341   Genuine Article#: 723PE   No. References: 18
Title: The costs of hiring and separations
Author(s): Abowd JM (REPRINT); Kramarz F
Corporate Source: Cornell Univ,US Bur Census, CREST,
NBER,Ithaca//NY/14853
    (REPRINT); Cornell Univ,US Bur Census, CREST, NBER,Ithaca//NY/14853
Journal: LABOUR ECONOMICS, 2003, V10, N5 (OCT), P499-530
Publisher: ELSEVIER SCIENCE BV, PO BOX 211, 1000 AE AMSTERDAM,
NETHERLANDS
ISSN: 0927-5371
Language: English   Document Type: Article
(ABSTRACT AVAILABLE)

Abstract: In this article, we use the structure of French labor law and
    the data from three linked sources to estimate the costs of hiring
    , separation and retirement of employees for a representative sample
    of French establishments matched with a representative sample of their
    employees . The estimates are computed using data from the Wage
    Structure Survey (ESS), the Workforce Movement Questionnaire
(DMMO),
    and the Occupational Structure Survey (ESE). We show that the
    estimated separation costs are increasing and mildly concave
    functions of the number of exits and include a very large fixed
    component. Estimated hiring costs are much lower and those
    associated with short-term contracts are effectively zero. Profit
    maximizing French firms should adjust employment primarily through
    hiring changes . (C) 2003 Elsevier Science B.V All rights reserved.

03355795   Genuine Article#: 218YX   No. References: 49
Title: Job rotation: Cost, benefits, and stylized facts
Author(s): Cosgel MM (REPRINT); Miceli TJ
Corporate Source: UNIV CONNECTICUT,DEPT ECON, 341 MANSFIELD
    RD/STORRS//CT/06269 (REPRINT)
Journal: JOURNAL OF INSTITUTIONAL AND THEORETICAL ECONOMICS-
ZEITSCHRIFT FUR
    DIE GESAMTE STAATSWISSENSCHAFT, 1999, V155, N2 (JUN), P301-320
Publisher: J C B MOHR, POSTFACH 2040, W-7400 TUBINGEN, GERMANY

Abstract: A fundamental principle of economics is that specialization and the division of labor increase the productivity of workers by allowing them to concentrate on narrowly defined tasks. However, not all firms appear to promote a high degree of specialization, but instead rotate workers among several tasks. This paper develops a simple model of work organization to identify the cost and benefits of job rotation and to determine the factors that affect a firm's choice between rotation and specialization. It then uses the model to explain some stylized facts regarding firms and organizations that employ or have historically employed...

CHONG
18/3,K/34   (Item 6 from file: 7)

Abstract: In a model in which different types of workers form matches with different types of employers, a method of calculating opportunity costs of workers and jobs is derived. These are shown to differ systematically from the reservation wages and profits used by workers and employers to determine whether matches should be formed. Ex ante differences among workers and among jobs then generate externalities in the labor market, resulting in inefficient assignments of workers to jobs and multiple equilibria. Intervention in the labor market, by altering the assignment, can increase aggregate output but may cause regressive redistributions.

~ ~ Full text NPL files - 1

23/3,K/2
DIALOG(R)File   20:Dialog Global Reporter

29319173
Business
 SECTION TITLE: Week In Review
BUDAPEST BUSINESS JOURNAL
May 26, 2003
JOURNAL CODE: WBBJ LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 728

     ... pi>5.1 million, will be effective as of May 31. Magyar Suzuki Rt
will hire more workers , up the number of shifts and start using more
Hungarian components, said its owner, Suzuki...

 23/3,K/4
DIALOG(R)File 20:Dialog Global Reporter

27328237
Revolving Door To The Corner Office
FINANCIAL EXPRESS
January 31, 2003
JOURNAL CODE: WFEX   LANGUAGE: English   RECORD TYPE: FULLTEXT
WORD COUNT: 2101

     ... to design revenue models for the business." Says Mr.Vaidya of the
Godrej group :" The transition from the role of an HR professional to
CEO at Godrej Agrovet would now imply evolving a new vision and
creating...

 23/3,K/5
DIALOG(R)File 20:Dialog Global Reporter

09143810 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Shift in work practices Wiring up India Inc
BUSINESS LINE
January 17, 2000
JOURNAL CODE: FBLN LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 861

 (USE FORMAT 7 OR 9 FOR FULLTEXT)

...   want to see the same people over and over. The firm estimates the
costs of hiring and replacing a knowledge employee at 150 per
cent

of the employee's annual salary. Retention therefore makes eminent business...

~~Full text NPL files - 2

 19/3,K/ 8   (Item 1 from file: 610)
DIALOG(R)File 610:Business Wire
(c) 2009 Business Wire. All rts. reserv.

00934513 20030722203B4047 (USE FORMAT 7 FOR FULLTEXT)
Spherion Survey Reveals Demanding, Self-Reliant Workforce Ready to Walk Out
Despite Sluggish Economy and Continuing Unemployment-Even Prolonged
Economic Downturn Does Not Dampen Worker Desire
Business Wire
Tuesday, July 22, 2003 09:15 EDT
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 1,359

TEXT:
...jobs as soon as
opportunities arise. As a result, organizations could be saddled with turnover costs estimated at $50,000 per departing employee or as much as $590 billion in a two-year period.

 19/3,K/ 17   (Item 10 from file: 610)
DIALOG(R)File 610:Business Wire
(c) 2009 Business Wire. All rts. reserv.

00350994 20000825238B6448 (USE FORMAT 7 FOR FULLTEXT)
Labor Day Survey Uncovers Myths About Keeping Great Employees;
DDI Research
Shows Many Companies Still Don't See the Real Problems With Retaining
Employees
Business Wire
Friday, August 25, 2000 11:02 EDT
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 1,266

...job sharing, rotational assignments and telecommuting.

   Myth No. 8: It doesn't cost much to hire a replacement

Fact: Although HR professionals estimated the average cost of replacing a
manager at $30,000, the U.S. Department of Labor estimates that the base
cost of replacing a worker is 30 percent of that person's annual earnings.
Looking more broadly at all the...

CHONG
 19/3,K/19   (Item 12 from file: 610)
DIALOG(R)File 610:Business Wire

00209106 20000306066B5386 (USE FORMAT 7 FOR FULLTEXT)
 Knowledge Workers Introduces Cost-to-Hire Estimator
Business Wire
Monday, March 6, 2000 14:15 EST
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 384

 Knowledge Workers Introduces Cost-to-Hire Estimator

 19/3,K/24   (Item 3 from file: 613)
DIALOG(R)File 613:PR Newswire

00698925 20020109MNW001 (USE FORMAT 7 FOR FULLTEXT)
Employers Assoc.: Tests to Help Companies; Reduce Turnover
PR Newswire
Wednesday, January 9, 2002 09:01 EST
JOURNAL CODE: PR LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 448

TEXT:
A new testing system to assist
manufacturing firms in hiring production workers who will be more
productive on the job has been introduced by Employers Association (EA...

...employersinc.com/consult/maps.html
   "We believe companies using MAPS as part of a thorough employee
selection program will see their hiring results improve and substantially reduce
costs related to poor employee selection," said Joe Spartz, the EA senior

manager who oversaw the test development process. "The...

...Minn.,
its largest manufacturing plant. "Our main motivations for using the MAPS instrument are to decrease employee turnover and the resulting high costs of finding and training new employees and to increase the quality of new
 hires which will lead to greater worker productivity," said Dave Mentz, Medtronic's human resources director.

 19/ 3,K/ 41   (Item 3 from file: 813)
DIALOG(R)File 813:PR Newswire
(c) 1999 PR Newswire Association Inc. All rts. reserv.

1291976   CGM003
Employee Commitment Declining: New Study by Aon Consulting Reveals Warning
    Signs for American Business

DATE: June 15, 1998   07:00 EDT   WORD COUNT: 1,264

...will leave for a pay raise of 20 percent or less. According to Stum, the
 cost of finding , hiring , and training a new employee is now equal to nearly 6 months of the position's annual salary -- and the...

~ ~ Full text NPL files - 3

 17/ 3,K/ 6   (Item 6 from file: 996)
DIALOG(R)File 996:Newsroom 2000-2003
(c) 2008 Dialog. All rts. reserv.

0247013963 15FG0FNA
Retaining workers becomes challenge
Sheila McGovern
Vancouver Sun (CANADA), FINAL ed, pE19
Saturday, April 21, 2001
JOURNAL CODE: ADVT LANGUAGE: ENGLISH RECORD TYPE: Fulltext
DOCUMENT TYPE: Newspaper SECTION HEADING: Careers ISSN: 0839-4849
WORD COUNT: 628

...is about 46 per cent of the person's salary, while replacing a
non-management employee costs about 29 per cent.

Replacing an employee means advertising, assigning people to interview applicants...

17/3,K/14   (Item 5 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)

00649451 92-64391
What Does the Glass Ceiling Cost You?
Stuart, Peggy
Personnel Journal v71n11 PP: 70-80 Nov 1992
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 6407

...ABSTRACT: are often either absent or negative. However, women who have
been recipients of successful mentoring relationships report an increase
 of nearly 94% in their professional effectiveness as a direct result of
mentoring. It is estimated that replacement costs total 93% of the
departing employee 's annual salary, and one will end up training a new
employee, while the training...

17/3,K/15   (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)

00616849 92-31951
Are Older Workers "Good Buys"? - A Case Study of Days Inns of America
McNaught, William; Barth, Michael C.
Sloan Management Review v33n3 PP: 53-63 Spring 1992
ISSN: 0019-848X JRNL CODE: SMZ
WORD COUNT: 7466

WAGE COSTS

In developing labor cost estimates , we have chosen to increase the
wage rates for younger workers to reflect market conditions. The use of
the wage data in Table 3 is not appropriate because Days Inns could not
hire sufficient numbers of younger workers in the Atlanta market at that
wage level. Therefore, for purposes of this analysis, we...

...hour, the usual wage for new workers in local fast food franchises. The
entire wage structure for all younger workers then increases
proportionally. We have not assumed any corresponding increase in the wage
for older workers and...

CHONG
17/3,K/16   (Item 7 from file: 15)

00209281 83-20842
An Aggregate Production Planning Model Incorporating Dynamic
Productivity:
Part I. Model Development
Khoshnevis, Behrokh; Wolfe, Philip M.
IIE Transactions v15n2 PP: 111-118 Jun 1983
ISSN: 0569-5554 JRNL CODE: AIE

...ABSTRACT: all aggregate planning models utilize a constant productivity
factor throughout the planning horizon. The 2 models that do allow for
changing productivity factors have limitations and unrealistic
assumptions. This review incorporates into an aggregate planning model...

...change to be covered, 2. measuring the effect of each type of change on
crew assignments and developing an "index of new manpower ," 3.
translating the index into an equivalent task turnover ratio, and 4. using
the ratio and the methods based on the study of the cost effect of design
changes to estimate the cost of the workforce changes.
Considerable complexity has been introduced because of the dynamic nature
of the productivity factor; a...

17/3,K/18   (Item 1 from file: 148)

11410565   SUPPLIER NUMBER: 56212887   (USE FORMAT 7 OR 9 FOR
FULL TEXT)
A general procedure for incorporating asset utilization decisions into
 replacement analysis.
Hartman, Joseph C.
Engineering Economist, 44, 3, 217(2)
Fall, 1999
ISSN: 0013-791X   LANGUAGE: English   RECORD TYPE: Fulltext;
Abstract
WORD COUNT: 6459   LINE COUNT: 00545

...   costs, such as labor, may allow the evaluation of different
operating alternatives (paying overtime or hiring part-time 1employees).
This model gives flexibility in these evaluations because it merely
requires the estimation of cost versus utilization curves. Although the
estimation may not be trivial, the solution provides the fleet...

29/ 3,K/ 1   (Item 1 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2009 Gale/Cengage. All rts. reserv.

02222872   SUPPLIER NUMBER: 21171789   (USE FORMAT 7 OR 9 FOR
FULL TEXT)
Home truths about that skills shortage.(employment decline at data
centers)
 (Industry Trend or Event)
Kavanagh, John
Computer Weekly, p60(1)
Sept 17, 1998
ISSN: 0010-4787   LANGUAGE: English   RECORD TYPE: Fulltext
WORD COUNT: 468   LINE COUNT: 00037

TEXT:
     ...surveys showing 50,000 vacancies. "There are small pockets of
shortages in some fields," he adds , "and if you extrapolate current
skills trends you do see an apparent fast-growing demand for people. This
is because employers...

...notably the City of London and Scotland. But the problem could be solved
if companies retrained IT staff being made redundant in other fields.
"The consistent message from companies is that the answer is to buy in
more
contract staff," he says. This is reflected in the Compass finding that
while permanent staff costs are falling slightly from year to year,
contractor costs have grown by 24% and then...

29/ 3,K/ 2   (Item 2 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2009 Gale/Cengage. All rts. reserv.

01586491   SUPPLIER NUMBER: 13376250   (USE FORMAT 7 OR 9 FOR
FULL TEXT)
Restructuring middle management. (excerpt from Managing for the
Future: The
 1990s and Beyond; part 4)
Drucker, Peter F.
Modern Office Technology, v38, n1, p8(2)
Jan, 1993
ISSN: 0746-3839   LANGUAGE: ENGLISH   RECORD TYPE: FULLTEXT;
ABSTRACT
WORD COUNT: 1353   LINE COUNT: 00104

...ABSTRACT: decades, management trends ran toward multiple layers, but the trend is reversing and changes in personnel and promotion policies have to be made. Business needs to reexamine its view and expectations of management at a time when confidence in management groups is not high.
Distribution channels are also changing rapidly and executives must go outside their offices to ascertain shifting marketplaces and customer demographics. Businesses cutting staff to reduce costs are finding the measure inefficient because they do not restructure the work itself. Cost limits should be...

29/3,K/3   (Item 3 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)

01480744   SUPPLIER NUMBER: 12670745
Putting estimates on track. (cost estimation) (In Depth)(includes related
  article on 'ripple effects' of bad estimates) (Tutorial)
Lederer, Albert L.; Prasad, Jayesh
Computerworld, v26, n34, p85(3)
August 24, 1992
DOCUMENT TYPE: Tutorial   ISSN: 0010-4841   LANGUAGE: ENGLISH
RECORD TYPE: ABSTRACT

ABSTRACT: A survey of 115 companies in a variety of industries reveals that technology cost estimates tend to be wildly inaccurate; more than three fourths of respondents reported that the estimates...

...63 percent of the instances resulted in projects that came in 'significantly' over budget. Inaccurate cost estimation occurs because users make changes , personnel in different work groups do not communicate, staff continue to rely on early estimates and managers fail to monitor progress. Tips for estimating costs correctly are presented. Assigning the initial estimating task to the final developers may prevent cost overruns, and the initial estimate should not be finalized until a thorough study has been performed. It is important to...

29/3,K/12   (Item 6 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)

03492866   Supplier Number: 47203871 (USE FORMAT 7 FOR FULLTEXT)
BUSINESS PROCESS CONSULTING: HIGH GROWTH AREA FOR IBM
Report on IBM, v10, n14, pN/A

The project team evaluated proposed changes to the purchasing process. A simulation model was used to determine the overall cost , cycle time and resource utilization impacts of various staffing alternatives. Process improvements such as off-loading low dollar value purchases to a vendor, assigning high dollar value purchases to in-house personnel , and batching similar purchasing transactions enabled significant cost and efficiency improvements.